Human Resources and Social Development Canada

## LABOUR PROGRAM

# Workplace Bulletin

## September 29, 2006

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The *Workplace Bulletin*, issued by the **Workplace Information Directorate,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Workplace Information Directorate offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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## Recent Collective Bargaining Settlements

The most current summary reports of the collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below; the full complement of the 103 available reports for this issue can be found at Current Summary Reports.

| Province/Employer/File Number | Union/Bargainning Unit | Settlement Month |
|---|---|---|
| **Nova Scotia**<br>Halifax Employers Association<br>**0327908** | International Longshoremen's Association (480 lonshoremen) | Jul 06 |
| **Quebec**<br>Government of Quebec<br>**0670807** | Quebec Provincial Police Association<br>(4,800 police officers) | Jul 06 |
| **Ontario**<br>Ontario Hospital Association<br>**0960606** | Service Employees International Union (15,000 non-medical and health service employees) | Aug 06 |
| **Multiprovince**<br>Canada Post Corporation<br>**1312302** | Canadian Union of Postal Workers (6,000 mail carriers) | Jul 2006 |

A complete listing of settlements, which includes those for which a summary report is not yet available, can be accessed at Current Settlement Listing.

Negotech, a searchable labour relations database provides timely settlement reports and full text of collective agreements in Canada.

## Current and Upcoming Key Negotiations

***covering 500 or more employees***

| Employer | Union | Employees | Status* | Expiry Month |
|---|---|---|---|---|
| **Federal Jurisdiction** | | | | |
| **Public Sector** | | | | |
| Government of Canada | Various unions | 9,640 | CO/B | May 02–Sep 05 |
| Canada Post | CPAA | 6,630 | TENT | Dec 05 |
| Atomic Energy of Canada (Ont. and Que.) | Various unions | 1,150 | B | Mar 06/Jun 06 |
| Communications Security Establishment | PSAC | 1,000 | TENT | Feb 06 |
| National Research Council of Canada | Various unions | 1,000 | B | Dec 04/Apr 05 |
| **Private Sector** | | | | |
| Air Canada and Jazz (wage reopeners) | Various unions | 11,850 | B/MED | Jun/Jul 06 |
| Hudson Bay Mining and Smelting Company | Various unions | 1,090 | ARB | Dec 05 |
| Saskatchewan Wheat Pool | Grain Services Union | 750 | B | Jan 06 |
| Council of Marine Carriers (B.C.) | CMSG | 650 | B | Sept 06 |
| **Provincial and Territorial Jurisdictions** | | | | |
| **Public Sector** | | | | |
| Ontario Hospital Association | ONA | 45,000 | ARB | Mar 06 |
| Government of Newfoundland and Labrador | Nurses/Teachers | 13,000 | B/CO | Aug 04/Jun05 |
| Government of Manitoba | MGGEU | 12,100 | ARB | Mar 06 |

| Employer | Union | Employees | Status* | Expiry Month |
|---|---|---|---|---|
| Government of Saskatchewan | SGGEU | 10,000 | B | Sep 06 |
| Nova Scotia Association of Health Organizations | CUPE/ CAW-CANADA | 5,800 | CO/B | Mar 06 |
| City of Edmonton | Various unions | 4,200 | B | Dec 05 |
| Government of New Brunswick | CUPE | 4,040 | TENT/B | Dec 03–Feb 06 |
| Health Authorities of Manitoba | MAHCP | 3,300 | B | Mar 06 |
| Health Authorities of Prince Edward Island | Various unions | 2,340 | B | Mar 06 |
| **Private Sector** | | | | |
| Loblaws (Ont.) | UFCW | 15,000 | CO | Jul 06 |
| Real Canadian Superstores (Alta) | UFCW | 8,150 | B | Aug 06 |
| Fishery Products Intl. Ltd. (N.L.) | CAW-CANADA | 2,500 | CO | Mar 05 |
| Construction Management Bureau Limited (N.S.) | Various unions | 1,600 | B | Apr 06 |
| Saint John Construction Association | LIUNA/UBCJ | 1,400 | CO | Jun 06 |

* 
- ARB Arbitration
- B Bargaining
- B/WS Bargaining after work stoppage
- CO Conciliation
- MED Mediation
- M/WS Mediation after work stoppage
- PAB Post-arbitration bargaining
- PCB Post-conciliation bargaining
- PMB Post-mediation bargaining
- TENT Tentative settlement
- WS Work stoppage

| Upcoming Key Negotiations | | | |
|---|---|---|---|
| **Employer** | **Union** | **Employees** | **Expiry Month** |
| Capital District Health Authority | NSGEU | 7,900 | Oct 06 |
| Canadian National Railway | UTU/CAW-CANADA | 7,810 | Dec 06 |
| Canadian Pacific Railway | Teamsters/UTU | 6,470 | Dec 06 |
| City of Vancouver | CUPE | 5,270 | Dec 06 |
| Nova Scotia Association of Health Organizations | Nurses | 4,000 | Oct 06 |
| Ottawa Hospital | CUPE | 3,000 | Sep 06 |
| Government of Yukon | PSAC | 2,800 | Dec 06 |
| Via Rail Canada | CAW-CANADA | 2,680 | Dec 06 |
| Government of Nunavut | PSAC | 1,750 | Sep 06 |
| Eastern Canada Car Carriers | Teamsters | 1,340 | Oct 06 |
| SaskPower | IBEW | 1,340 | Dec 06 |

# Major Work Stoppages

Major work stoppages involving 500 or more employees from **September 8 to 21, 2006.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

| **Employer, Location, Union and Employees** | **Issues** | **Starting** | **Ending** |
|---|---|---|---|
| There are no major work stoppages to report during this period. | | | |

# É.C.L.A.I.R.: Recognition of Continuous Improvement at PACCAR of Canada Ltd., Sainte-Thérèse, Quebec

*Sylvie St-Onge, Senior Advisor*
*Brigitte Banville, Analyst*
*Mercer Human Resource Consulting (Montreal)*
Consulting Services, Human Capital

The PACCAR of Canada Ltd. plant in Sainte-Thérèse, Quebec, assembles Kenworth and Peterbilt brand trucks. It is the only plant in North America that produces more than one truck brand. PACCAR has a production capacity of 120 trucks per day in three shifts and manufactures six different models.

In April 1996, the Sainte-Thérèse plant closed after a nine-month strike and various market and labour relations problems (absenteeism, communication problems, lack of employee recognition, etc.). In September 1997, it was announced that plant operations would resume.

When the plant reopened, a radical change in the culture and management structure was necessary. To accomplish this, the plant's management committee, in collaboration with the union and former plant employees, established the vision, mission, values and guiding principles that were to lead management of the new plant.

The strategy for managing human resources encouraged reaching the plant's operational objectives and developing a culture of participation and continuous improvement. Personnel management focused on accountability, communication, recognition and skills development. In order to involve employees more in their work and in the success of the company, the directors decided to adopt a continuous improvement process called É.C.L.A.I.R.

The above is a summary of a full article available at List of articles and case studies.

## Coming in the Next *Bulletin*

- Wage Settlements—**August 2006** analysis and wage data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

## For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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